



Guidance on Medical Care for non-DoD Federal Civilians In Theater and Following Deployment

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(Civilian Personnel Policy)**

Department of Defense: Personnel

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Medical Care for Non-DoD Federal Civilians

- **PART 1. POLICY**
 - **IN THEATER**
 - **POST-DEPLOYMENT**

In-Theater Medical Care for Non-DoD Federal Civilians - Policy

Employees who become ill, contract disease, or are injured or wounded while forward deployed are authorized:

- **Medical care and treatment for emergency/emergent medical conditions (defined as instances where life, limb or eyesight are at risk), in theater by forward deployed nonfixed medical facility that provide up to level III care.**

For emergency cases, in theater medical care includes:

- **Resuscitative care**
- **Stabilization**
- **Hospitalization**
- **Assistance with patient movement, including air evacuation to a definitive capability military medical treatment facility (MTF) outside the area of operations (AOR), if loss of life, limb, or eye-sight could occur.**

Routine medical care is provided in theater on a space-available basis, fully reimbursable basis

(The employee's agency will be billed at the interagency rate for any care provided. If an employee's Federal Employee Compensation Act

Post-Deployment Medical Care for Non-DoD Federal Civilians - Policy

- **Once evacuated to a definitive capability military medical treatment facility in the Continental U.S. (CONUS) and stabilized, as determined by a competent medical authority, the patient will be released for future follow-on/outpatient care at a private care facility/clinic.**
- **Under compelling circumstances the Under Secretary of Defense (Personnel and Readiness) is authorized to approve additional eligibility for care in military medical treatment facilities (MTFs). Such eligibility can only be approved if the employee has an accepted FECA claim from OWCP.**

Medical Care for Non-Federal Civilians

- **PART 2. TYPES OF MEDICAL CARE AVAILABLE**
- **IN-THEATER**

Levels/Types of Medical Care Provided by Forward Deployed Non-fixed Medical Facilities In Theater

Level One (LI - First Responder Capability):

- Consists of basic first aid and emergency care rendered at the point of initial injury or illness in the theater of operation

Level Two (LII - Forward Resuscitative Capability):

- Advanced emergency medical treatment to include resuscitative care, surgery, stabilization, examination/evaluation to determine priority of continued movement/evacuation to the next level of care

Level Three (LIII - Theater Hospitalization Capability)

- Essential care and health service support capabilities to either return the patient to duty and/or stabilization to ensure the patient can tolerate evacuation to a definitive care facility outside the theater. It includes modular hospital configurations required to support the theater (emergency medical services, surgical services, trauma care, primary care, dental services, preventive medicine, and combat and operational stress control, blood banking services, hospitalization for general classes of patients, laboratory and pharmacy services, reconditioning and rehabilitative services radiology, medical logistics and other medical specialty capabilities as required)

Forward Deployed Medical Facilities

- **Forward deployed non-fixed medical facilities include, Battalion Aid Stations (BAS), Forward Support Medical Battalions (FSMB), Forward Surgical Teams (FST), Combat Support Hospitals (CSH, or "cash"), Expeditionary Medical Support (EMEDS), Air Force Theater Hospital (AFTH), and Fleet Hospitals**
- **BASs, FSMBs and FSTs are usually the first point of contact for wounded civilians, providing L1 and LII care**
- **CSH, EMEDS, AFTH, and Fleet Hospitals are capable of providing up to LIII care for most cases. All are a type of field hospital that receive most patients via helicopter air ambulance, and stabilizes these patients for further treatment at fixed facility hospitals referred to as military medical treatment facilities (MTFs)**
- **CSH, EMEDS, AFTH, and Fleet Hospitals are responsible for the movement of sick and wounded from the BAS, FSMB, FST, or other forward-deployed locations, as well as evacuation for those seriously sick or wounded to LIV hospitals (Regional Medical Facilities/Centers such as the Landstuhl Regional Medical Center located in Germany) and LV hospitals in the Continental United States (CONUS)**

Medical Care Provided by a Military MTF outside the Theater of Operations

Level Four (LIV - Definitive Capability (MTF):

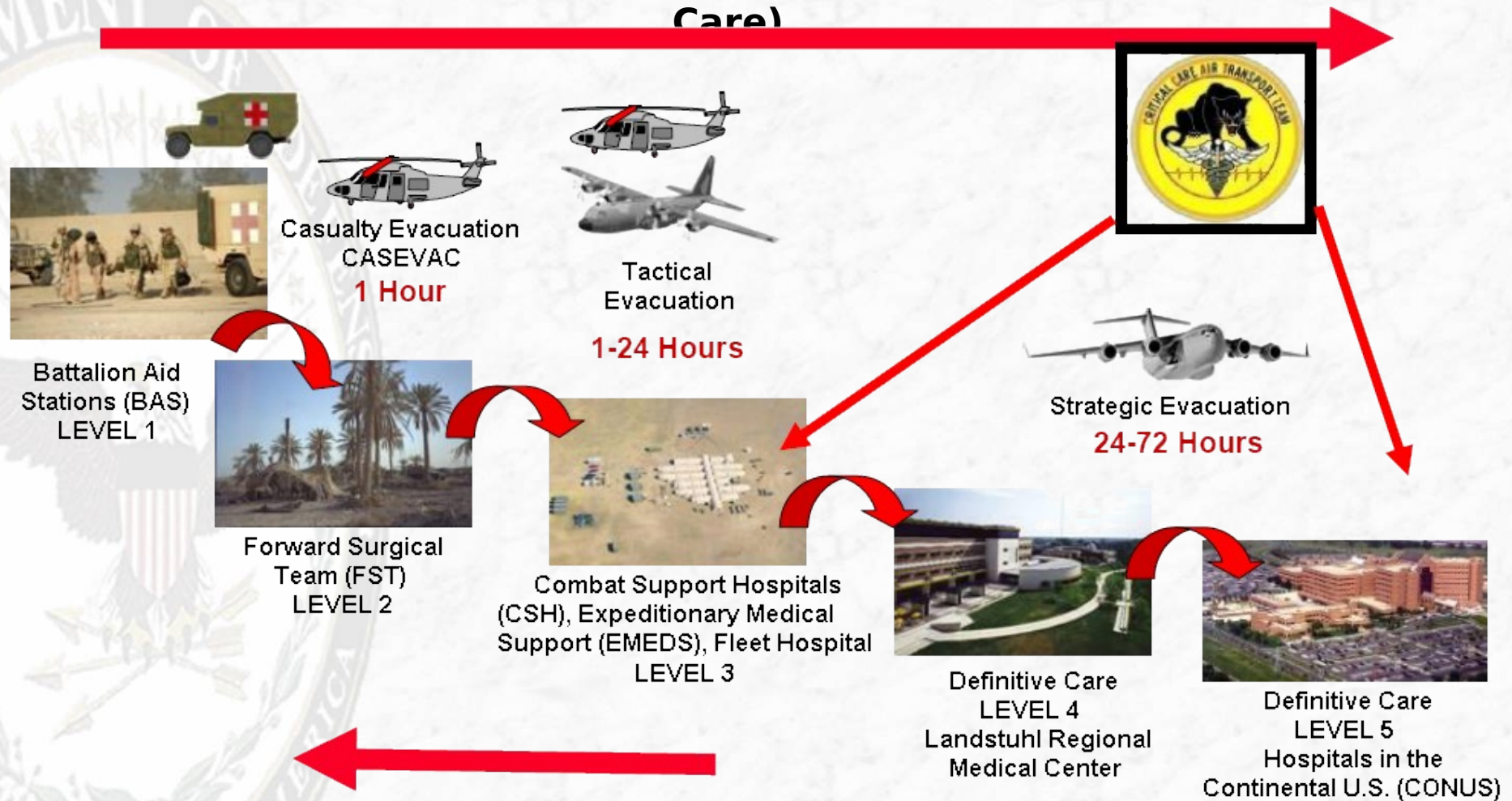
- **Consists of a full range of acute, convalescent, restorative, and rehabilitative care. These facilities are normally referred to as military medical treatment facilities (MTFs) and are outside the theater of operations.**
- **They are often the first to provide definitive surgical management outside the combat zone.**
- **LIV care is provided at DoD's Regional Medical Facilities/Centers such as the Landstuhl Regional Medical Center (LRMC) located in Germany**

Level Five (LV - Definitive Capability (MTF):

- **Level V care is the final stage of evacuation to one of the major military facilities/centers in the United States, where definitive stabilization, reconstruction, or amputation of the injured extremity is performed.**
- **Notable military MTFs in the United States include, Walter Reed Army Medical Center (WRAMC) in Washington D.C., National Naval Medical Center (NNMC) in Bethesda, Maryland and Brooke Army Medical Center (BAMC) at Fort Sam Houston, San Antonio, Texas**

SUMMARY: Medical Care at a Glance

Route from In-Theater Injury to Medical Evaluation Site (Definitive Care)



Surgical Capability Pushed Forward

Medical Care for Non-DoD Federal Civilians

- **PART 3. FEDERAL EMPLOYEE COMPENSATION ACT**
 - **POLICY**
 - **FECA COVERAGE**
 - **MEDICAL BENEFITS & COMPENSATION FOR APPROVED CLAIMS**

The Department of Labor's Office of Workers' Compensation Programs (OWCP) and Federal Employees' Compensation Act (FECA) Policy

- **Provides medical benefits and compensation to civilian employees of the US for disability or death due to personal injury sustained in the performance of duty** (except when caused by willful misconduct, intent to injure himself or others, and intoxication). The injury or illness/disease must have been caused by factors of employment to be covered by the FECA.
- **Requires an employee or designee to file a FECA claim**
- **The employee is responsible for the submission of evidence to OWCP to justify entitlement to FECA benefits.**
- **Provides benefits to dependents if a work-related injury or disease causes an employee's death**
- **Except for traumatic injuries, while a decision is pending, employee will have to use accrued leave or request leave without pay**
 - If accrued leave is used and OWCP later accepts the claim, the employee may arrange with OWCP to "buy back" the leave that was used.

FEDERAL EMPLOYEE COMPENSATION ACT (FECA) COVERAGE

- While Federal employees located abroad are not covered around the clock under all situations, deployed employees in travel status or on a special mission are covered under FECA for all activities reasonably incidental to their employment, such as eating, sleeping and during travel.
- **Traumatic injuries** (broken bones, wounds, concussions, stings) are normally covered because it is usually clear-cut that the cause of the medical condition was work-related.
- **Illnesses/diseases** (heart attack, stroke, cancer, skin disease, psychiatric illness) require persuasive medical rationale that the claimed medical condition was caused by employment factors. Simply being at work or in a theater of operations when a medical condition arises, does not constitute a factor of employment. (e.g. Having a heart attack while sitting at a computer would not be covered by - unless some factor of employment precipitated the heart attack.). A decision to accept or deny an illness/disease claim may not be made for 3-12 months.
- Specific provisions of the FECA provide coverage for any injury or death outside the continental U.S. as a result of a “war risk hazard,” which encompasses a wide variety of hostile actions, including terrorist acts. The zone of special danger rule, the bunkhouse rule, the proximity rule, the positional risk doctrine or the rescuers doctrine all serve to extend FECA coverage to employees considerably beyond performing the ordinary tasks of employment.

What type of medical benefits are available for FECA approved claims?

- Examination, treatment, and related services such as medications and hospitalization, as well as transportation needed to secure these services
- Vocational rehabilitation services to assist disabled employees in returning to gainful employment consistent with physical, emotional, and educational abilities
- Services, appliances, and supplies:
 - prescribed or recommended by physicians which in the opinion of OWCP are likely to cure, give relief, reduce the degree or period of disability, or aid in lessening the amount of monthly compensation
- Preventive care is not authorized

What types of compensation is provided by FECA approved claims?

- **66 2/3% of salary without dependents and 75% of salary with dependents**
- **Compensation for specific periods of time for permanent loss, or loss of use, of certain members and functions of the body (Partial loss or loss of use of members and functions is compensated on a proportional basis)**
- **Continuation of regular pay for up to 45 days for traumatic injuries while claim is being adjudicated**
- **Injured worker who returns to work can receive compensation for time lost due to medical appointments, physical therapy, and/or reduced work hours based on medical restrictions**
- **Death gratuity of up to \$100,000 (offset by other death gratuities paid by the United States) for a covered death that results from the employee's participation in a contingency operation**

MEDICAL CARE FOR NON-DOD FEDERAL CIVILIANS

- **PART 4. POST-DEPLOYMENT
MEDICAL CARE**
- **APPLICATION PROCESS**

POST-DEPLOYMENT MEDICAL CARE

POLICY

- The Under Secretary of Defense (Personnel and Readiness), under compelling circumstances, is authorized to approve additional eligibility for care in military MTFs (past the point of stabilization) for other U.S. Government civilian employees who become ill, contract diseases or are injured or wounded while forward deployed in support of U.S. military forces engaged in hostilities, or other DoD civilian employees overseas. Such eligibility can only be approved if the employee has an accepted FECA claim from OWCP.

CRITERIA

All of the following criteria must be met:

- You become ill, contract a disease, or are injured while forward deployed in support of US military forces engaged in hostilities, or other DoD civilians overseas
- You or your designee has an accepted Federal Employees' Compensation Act (FECA) (5 U.S.C. 8101 et seq) claim for the specific work related illness, disease, or injury identified as deployment related with the Department of Labor's Office of Workers' Compensation Programs
- A compelling circumstance exists that warrants continuing care in a military MTF
- The military MTF has a reasonable capability/capacity to provide the support and continuing care without detriment to the care of the active duty military personnel and other individuals with an entitlement to care in a military MTF
- The Under Secretary of Defense (Personnel and Readiness) USD (P&R) approves the extended care in coordination with the Office of the Assistant Secretary of Defense for Health Affairs

POST-DEPLOYMENT MEDICAL CARE

- **Examples of a compelling circumstance that may grant eligibility for care at a military MTF**
 1. The military MTF is distinguished and has experience in treating the injury, disease, or illness
 2. The military MTF is the only, closest, or most convenient treatment facility to the employee's home, place of employment, care giver's home, or critical personal support system
 3. Other compelling circumstances
- **Factors for consideration when granting access to a military MTF**
 1. The employee meets all of the eligibility requirements
 2. The unique needs of the employee, their specific illness, disease, or injury, and the compelling circumstances provided
 3. The capability and specialization/capacity of the military MTF to treat the employee's specific needs
 4. The employee's preferred location for treatment

DoD will make a decision on a case by case basis based on the information you provide in your request.

APPLICATION PROCESS FOR POST-DEPLOYMENT MEDICAL CARE

- 1. Employees or a designee must have an accepted FECA claim (CA-1 for a traumatic injury or CA-2 for an occupational disease/injury) with the Department of Labor's Office of Workers' Compensation Programs before starting this process. Once a claim has been accepted, a written or electronic request must be submitted to the USD(P&R). The request will ask you to answer a series of questions that will assist the USD(P&R) and OSD/HA in making an appropriate determination. This request can be found at <http://www.cpms.osd.mil/expeditionary>**

The request may be submitted online at the address above or mailed to:

**Att: Medical Care Request for Non-DoD Federal Civilians
Policy Support and Strategy Cell, CPMS
1919 South Eads Street, Suite 100
Arlington, VA 22202**

- 2. DoD's Injury/Unemployment Compensation Division (ICUC) will use the following information to validate that a claim has been filed with OWCP: date of birth, date of injury, and claim number.**
- 3. The USD(P&R) in coordination with Health Affairs' Office of Clinical and Program Policy will make a determination based on the employee meeting the eligibility requirements listed above, an evaluation of the employee's illness, disease or injury, the capability and specialization/capacity of the military MTF and the employee's preferred location for treatment. The USD(P&R) will also take into consideration other compelling circumstances.**
- 4. A response will be provided within 2-3 weeks upon receipt of the request. If your request is approved, you will be notified of the specific military MTF for which you have been granted access on a space-available, fully reimbursable basis and will be put in contact with the Occupational Health Clinic at that MTF. The Occupational Health Clinic will be your access point for medical**

MEDICAL CARE FOR NON-DOD FEDERAL CIVILIANS

- **PART 5. FINANCIAL RESPONSIBILITY**



Financial Responsibility

In Theater:

- **Costs for any medical care received in theater will be billed to the employee's agency at the interagency rate.**
- **Transportation Command (USTRANSCOM) will bill the employee's Agency at the non-DoD, U.S. Government tariff for all patient movement services provided**

Post-Deployment:

- **Any authorized follow-on care will be billed to the employee's agency at the interagency rate.**

Financial Responsibility

Interagency Rate (IAR):

- **DoD uses the following data to calculate the IAR for inpatient services: know the length of stay (LOS), the Diagnosis-Related Group (DRG) code, and the discharge status.**
- **Agencies may use the following calculator to determine the approximate IAR amount (Factor out the 10% VA discount):**

http://www.tricare.mil/ocfo/_docs/VA-DoD%20Modified%20TRICARE%20MS-DRG%20Payment%20Calculator_FY2010-v2_web.xls

- **For a complete listing of all DRGs visit:**

http://www.healthweb.maine.gov/inpatient/drg_payor_select.asp?part=head

MEDICAL CARE FOR NON-DOD CIVILIANS

- **PART 6. FREQUENTLY ASKED QUESTIONS SUMMARY**
 - **IN THEATER**
 - **POST DEPLOYMENT**
- **A COMPLETE LIST OF ALL FAQs CAN BE FOUND AT:**
<http://www.cpms.osd.mil/expeditionary>

FREQUENTLY ASKED QUESTIONS (In-Theater)

Do I need to file a FECA claim before receiving medical care In Theater?

- If a civilian employee suspects that an injury or illness is related to their deployment or occupation, the employee should follow the procedures and regulations established by the Department of Labor's OWCP, which includes notifying the on-site supervisor as soon as possible and filing a FECA claim. If the employee is incapacitated, this action may be taken by someone acting on his/her behalf. However, when an employee requires timely medical care due to an emergency/emergent medical condition, care will not be delayed as a result of a FECA claim not being filed beforehand.

FREQUENTLY ASKED QUESTIONS

What is the Process to Request Access to Care in a Military MTF In the Continental U.S. following a deployment?

Submit an online request to the Under Secretary of Defense for Personnel and Readiness at:

<http://www.cpms.osd.mil/expeditionary>

Or download the form from the website above and submit a written request to:

**Civilian Expeditionary Workforce
RE: Request for Care at MTF
1919 South Eads Street, Suite 100
Arlington, VA 22202**

FREQUENTLY ASKED QUESTIONS

How long will it take to know if my request has been Accepted?

- A response should be provided within 2-3 weeks upon receipt of the request.

What should I do while I wait for a response?

- You should continue to seek treatment at a private sector hospital or center.

If my request to be seen at an MTF is approved what will be the point of access?

- If your request is approved, you will be notified of the military MTF for which you have been granted access and will be put in contact with the Occupational Health Clinic at that MTF. The Occupational Health Clinic will be your access point for medical care at the approved military MTF.

FREQUENTLY ASKED QUESTIONS (Post-Deployment)

How do I locate a military MTF near me?

- Military MTFs are run by the different Service components: Army, Navy, and Air Force, and Coast Guard, but they can all be located on the following website: <http://www.tricare.mil/mtf/>. This website allows you to search by Facility or Installation Name, Region, State, Specialty, and Service.

Will the information I provide on the written or electronic request be kept confidential?

- Yes, DoD adheres to the rules and regulations of the Health Insurance Portability and Accountability Act (HIPAA) and, as such, the information you provide will be kept confidential.

What role will the Office of the Secretary of Defense for Health Affairs play?

- While the USD(P&R) has final approval authority for access to military MTFs for non-DoD Federal civilians, the USD(P&R) will rely on the medical and occupational health expertise of Office of the Assistant Secretary of Defense for Health Affairs, Office of Clinical and Program Policy, in making a determination. The Office of Clinical and Program Policy will certify the requested military MTF has the capacity and specialization/capability to treat the employee's unique illness, disease or injury.

FREQUENTLY ASKED QUESTIONS (Post-Deployment)

What type of healthcare providers are located at a military MTF?

- Healthcare providers at a military MTF include a physician (including a mental health physician), physician's assistant, mental health practitioner, nurse practitioner, advanced practice nurse, and a member of the Armed Forces who is an independent duty corpsman, independent duty medical technician, or Special Forces medical sergeant, and any other category of healthcare provider designated by the Secretary of Defense.

How long will I have access to MTF facilities?

- Access to a military MTF will continue until,
 - The employee's FECA claim for the specific injury, illness, disease or wound related to their deployment has been denied, or
 - A medical determination has been made that the employee has reached their maximum medical improvement or the military MTF no longer has the capacity/capability to provide the necessary services.

Must I file a claim with OWCP before I can request access to a MTF in the continental U.S. (CONUS) following my deployment?

- Employees must file a FECA claim with the Department of Labor's Office of Workers' Compensation Programs (OWCP) for a deployment/work-related illness, disease, or injury while forward deployed before being seen at a military MTF following deployment.

FREQUENTLY ASKED QUESTIONS (Post-Deployment)

If I file Federal Employees' Compensation Act (FECA) claim will military MTF's provide OWCP with the necessary documentation to adjudicate my claim?

- Military MTFs will provide the necessary documentation through the employee's injury compensation administrator to assist OWCP in making a determination; however the employee is responsible for filing a FECA claim.

How will the MTF bill me for services I receive? Will an MTF bill OWCP for a work related illness, injury, or disease?

- Military MTFs will bill the employee's Agency at the interagency billing rate. In the event the employee's Federal Employees' Compensation Act claim or bill for service is denied, the MTF will seek reimbursement from the patient's medical insurance. The patient is responsible for any charges not reimbursed by the health insurance company.

MEDICAL CARE FOR NON-DOD FEDERAL CIVILIANS

- **PART 7. RESOURCE INFORMATION**



RESOURCE INFORMATION

- **For additional information on medical care, please visit the Civilian Expeditionary Workforce website:
<http://www.cpms.osd.mil/expeditionary>**
- **For a listing of military MTFs, please visit:
<http://www.tricare.osd.mil/mtf/>**
- **Billing procedures for Occupational Health & Workers' Compensation Program (OWCP) claims

http://www.tricare.mil/ocfo/_docs/ubo_workers_compensation_table.doc**
- **For more information on the OWCP FECA process, please visit: <http://www.dol.gov/owcp/dfec/index.htm>**